



*City of* **PHENIX CITY** *Alabama*

601 - 12TH STREET  
PHENIX CITY, ALABAMA 36868  
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JEFF HARDIN  
MAYOR

RAY BUSH  
MAYOR PRO TEM

JOHN STOREY  
COUNCIL MEMBER DISTRICT 1

GAIL BRANTLEY  
COUNCIL MEMBER DISTRICT 2

ARTHUR SUMBRY  
COUNCIL MEMBER DISTRICT 3

H. H. (Bubba) ROBERTS  
CITY MANAGER

MARTHA HARRIS  
CITY CLERK

March 15, 2005

Mr. Thomas H. Malone, Jr.  
Field Service Representative  
IAFF  
1923 Woodrun Drive  
Montgomery, AL 36117

Dear Mr. Malone:

I have reviewed your letter dated March 7, 2005 with Chief Prater. His account of the meeting with David Davis differs substantially from the allegations in your letter.

In the future, any contact between Union Members or Officials should be directed to me as City Manager. The City does not recognize your Union and is not required by law to do so. Further, the City will not enter into negotiations with the Union over personnel or other matters. Matters involving personnel issues should be handled through the policies provided under the Phenix City Merit System.

However, I will be glad to meet with you to discuss any issues or hear your comments relating to how the delivery of Fire Fighting services to the Citizens of Phenix City might be improved. Please call my office, so that a convenient time to meet can be arranged. Thank you.

Sincerely,

H. H. Roberts  
City Manager

cc: City Council  
City Attorney  
Chief Prater  
Personnel  
File